



MEMORANDUM OF UNDERSTANDING

BETWEEN

DEPARTMENT OF VETERANS AFFAIRS
VOCATIONAL REHABILITATION AND EMPLOYMENT SERVICE (VR&E)

AND

THE CENTER FOR MILITARY RECRUITMENT,
ASSESSMENT AND VETERANS EMPLOYMENT (CMRAVE)

The Center for Military Recruitment, Assessment and Veterans Employment (CMRAVE) has a strong interest in working with VA's Vocational Rehabilitation & Employment Service (VR&E) in recruiting qualified job candidates. CMRAVE will work with VR&E to link members of the Nation's military community who are seeking employment through CMRAVE employers across the nation. This effort, known as *Helmets to Hardhats™*, is intended to support America's military job seekers, veterans with service -connected disabilities, separating active duty members, national guardsman and reservists.

The *Helmets to Hardhats™* program is focused on assisting veterans following their selfless service to our Nation and its allies. The goal is to provide continued support to our warriors beyond their active duty service. CMRAVE recognizes our veterans bring a rich resource of diverse and talented workers. They uniformly embody eagerness, commitment, valuable experience and capabilities as civilians during peace as they were to our Nation's security during war and peace time.

The Department of Veterans Affairs VR&E program and CMRAVE are mutually committed to ensuring these brave men and women have access to both challenging and rewarding employment opportunities. This is in keeping with Abraham Lincoln's 1865 promise "...to care for him who shall have borne the battle, and for his widow and his orphan."

The Department of Veterans Affairs VR&E program is a national employment resource providing customized employment solutions for service-connected disabled veterans.

The Department of Veterans Affairs VR&E program and CMRAVE wish to afford service-connected disabled veterans opportunities to seek employment, career advancement, job mobility, family economic well being, and greater financial security, with this mutually beneficial agreement.

THEREFORE, The Department of Veteran Affairs and CMRAVE agree to:

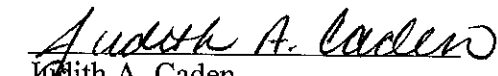
- Support CMRAVE initiative by making *Helmets to Hardhats*™ program information available to veterans with service-connected disabilities through the local VR&E staff in each Regional Office across our nation, as appropriate
- CMRAVE program managers will be taking the lead in organizing activities for *Helmets to Hardhats*™ program. Program managers will be provided information on the location and telephone numbers of each VR&E Division office
- Construct new lines of communication to inform service-connected disabled veterans about employment opportunities with CMRAVE
- Share our Statement of Mutual Cooperation throughout the Department of Veterans Affairs, VR&E Divisions in VA regional offices, and CMRAVE

This agreement does not in itself authorize the expenditure or reimbursement of any funds. Nothing in this agreement shall obligate the parties to expend appropriations or monies, or to enter into any contract or obligation.

Further, this agreement shall not be interpreted to limit, supercede, or to otherwise affect either party's normal operations or decisions in carrying out its mission, or its statutory or regulatory duties.

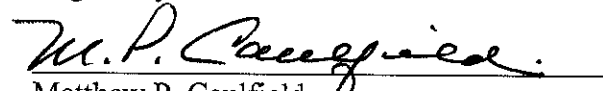
Dated: March 11, 2005


Signed by:

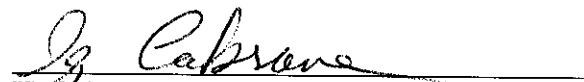

Judith A. Caden
Director, VR&E Service
U.S. Department of Veterans Affairs

Dated: March 11, 2005

Signed by:


Matthew P. Caulfield
Major General, USMC (Ret.)
Executive Director, Helmets To Hardhats


Edward J. Sullivan, Labor Co-Chair
Helmets To Hardhats


Izak Crane, Employer Co-Chair
Helmets To Hardhats